



ADMINISTRATIVE OFFICER III, RESOURCES AGENCY

Exam Code: 6FS0403

Department(s):	Department of Forestry & Fire Protection
Opening Date:	10/07/2016
Closing Date:	10/21/2016
Type of Recruitment:	Departmental Promotional
Salary:	MONTHLY-RANGED-SALARY - \$5311 - \$6598
Employment Type:	Permanent Full-time Permanent Part-time Permanent Intermittent Limited Term Full-time Limited Term Part-Time Limited Term Intermittent
Exam Type:	Statewide

EEO

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.

DRUG FREE STATEMENT

It is an objective of the State of California to achieve a drug-free State work place. Any applicant for state employment will be expected to behave in accordance with this objective, because the use of illegal drugs is inconsistent with the law of the state, the rules governing civil service, and the special trust placed in public servants.

WHO SHOULD APPLY?

Applicants who meet the minimum qualifications as stated on this bulletin. This is a Departmental Promotional examination for the Department of Forestry and Fire Protection (CAL FIRE).

1. Applicants must have a permanent civil service appointment with the Department of Forestry and Fire Protection as of **October 21, 2016**, the final filing date, in order to participate in this examination; or
2. Must be a current or former employee of the Legislature for two or more consecutive years as defined in Government Code Section 18990; or
3. Must be a current or former non-elected exempt employee of the Executive Branch for two or more consecutive years as defined in Government Code Section 18992; or
4. Must be a person retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty as defined in Government Code Section 18991.

For persons who are interested in applying that meet the criteria for either items 2, 3, or 4 above, and examinations are given by more than one department for the same classification, you must select one department in which to compete. Once this selection is made, it cannot be changed for the duration of the promotional list established from the examination in which the person participated. Employees may transfer list eligibility between departments in the same manner as provided for state civil service employees.

FILING INSTRUCTIONS

Final Filing Date: **October 21, 2016**

Examination/Employment Application (STD. 678) is available at the California Department of Human Resources' website at: [State Application](#). Examination/Employment Application (STD. 678) may be submitted by mail or delivered in person.

Note: Applications will not be accepted via e-mail.

MAIL:

Department of Forestry and Fire Protection
Examination Unit – (Attention: Susan Dobson)
P.O. Box 944246
Sacramento, CA 94244-2460

SUBMIT IN PERSON:

Department of Forestry and Fire Protection
Examination Unit – (Attention: Susan Dobson)
1300 U Street
Sacramento, CA 95818

Applications postmarked or personally delivered after the final filing date, **October 21, 2016**, will not be accepted for any reason.

SPECIAL TESTING ARRANGEMENTS

If you have a disability and need special testing arrangements, mark the appropriate box on the application and/or contact the Department of Forestry and Fire Protection at (916) 445-7824.

SALARY INFORMATION

\$5311 - \$6598

ELIGIBLE LIST INFORMATION

A Departmental Promotional eligible list will be established for the Department of Forestry and Fire Protection. This list will be abolished 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.

REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION

All applicants must meet the education and/or experience requirements for this examination by **October 21, 2016**, the final filing date.

NOTE: Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.

All applications/resumes must include "from" and "to" employment dates (month/day/year), time base, and applicable civil service class titles. Applications/resumes received without this information will be rejected.

MINIMUM QUALIFICATIONS

Qualifying experience may be combined on a proportionate basis if the requirements stated include more than one pattern and are distinguished as “**Either**” I, “**Or**” II, “**Or**” III, etc. For example, candidates possessing qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to the examination as meeting 100% of the overall experience requirement.

EITHER I

Experience: One year of experience in the California state service performing staff duties such as fiscal management, budgeting, administrative analysis, personnel, or business services of a class at a level of responsibility not less than that of an Administrative Officer II, Resources Agency.

OR II

Experience: Four years of increasingly responsible experience in one or a combination of the following fields: fiscal management, budgeting, administrative analysis, personnel, or business service administration. (Experience in the California state service applied toward this requirement must have included one year performing the duties of a class at a level of responsibility not less than that of an Administrative Officer II, Resources Agency.) And

Education: Equivalent to graduation from college, preferably with a major in public or business administration. (Additional qualifying experience may be substituted for the required education on a year- for-year basis.)

Note: Applicants qualifying under Pattern II above must provide a copy of their four-year degree or a copy of their transcripts indicating a degree was obtained.

POSITION DESCRIPTION

This is the second supervisory level. Under general direction and outside of the headquarter's/headquarter's area setting, incumbents plan, organize, direct, and manage all administrative and staff services functions in the largest divisions, regions, districts, or offices,

EXAMINATION INFORMATION

Qualifications Appraisal Interview: It is anticipated that interviews will be held during **December 2016/January 2017**.

The examination will consist of a qualifications appraisal interview weighted 100%. The interview will include a number of predetermined job-related questions. In order to obtain a position on the eligible list, a minimum rating of 70% must be attained. **CANDIDATES WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.**

KNOWLEDGE, SKILLS AND ABILITIES

Scope:

A. Knowledge of:

1. Laws, rules, and regulations governing employer/employee relations and administrative practices in the California state service.
2. Principles of equal opportunity in the workplace to maintain an environment that is free of discrimination and harassment.
3. Accounting and/or purchasing principles and practices to ensure fiscal accountability.
4. Principles and practices to disseminate information appropriately.
5. State Bargaining Unit's Memorandums of Understanding (MOU) to ensure compliance with the terms of the agreement.
6. Department specific administrative programs for successful job performance.
7. Supervisory and personnel management practices to provide effective leadership.
8. Computer software programs (e.g., Excel, Word, Outlook, Access) to electronically compile data, communicate with others, and perform research.

9. Basic grammar (e.g., sentences, phrases, words) to communicate effectively.
10. Mission, vision, goals, values, and organization of the Department to complete work assignments.
11. Resources [e.g., Employee Assistance Program (EAP), Employee Support Services (ESS)] available to assist employees having personal or work related problems.
12. Technological resources used to effectively communicate.
13. The analytical process (e.g., identify problems, make recommendations) for effective work performance.
14. Laws, rules, regulations, principles, practices, and current methods of public and business administration with special reference to fiscal and personnel management and budgetary preparation and control.
15. Organizational, interpersonal, and political relationships and their impact on the work environment.

B. Skill to:

1. Communicate effectively both verbally and in writing for audiences with varying levels of understanding.
2. Use technology to communicate with various departments and/or internal and external stakeholders.
3. Effectively supervise and manage employees for successful job performance.
4. Keep detailed and organized documentation of work activities for successful job performance.
5. Identify problems, develop alternatives, and make recommendations for improvement.
6. Effectively disseminate information.
7. Interpret laws, rules, and regulations of public and business administration with special reference to fiscal and personnel management and budgetary preparation and control.
8. Mediate and negotiate in order to resolve disputes and reach agreements.
9. Effectively use personnel, time, and other resources necessary for mission accomplishment.

C. Ability to:

1. Develop and implement new and revised methods and procedures to enhance current business practices.
2. Incorporate a broad scope of information and detail into analysis and decision making.
3. Effectively promote equal opportunity in employment and maintain a work environment that is free of discrimination and harassment.
4. Complete assignments while working independently under general direction to ensure a timely and accurate work product.
5. Multitask, set priorities, and use time effectively.
6. Communicate effectively with employees, management, and outside agencies.
7. Interpret and explain policies, procedures, rules, and/or regulations to Department employees, the public, vendors, and other State agencies.
8. Act as a liaison when interacting with management, staff, internal, and external stakeholders to provide program specific information, answer questions, and address issues/problems raised.
9. Maintain confidentiality to ensure security of information.
10. Listen effectively for successful job performance.
11. Use technological resources to effectively perform duties.
12. Work effectively and cooperatively in a team environment under all conditions.
13. Manage multiple large scale, complex, and/or sensitive programs.
14. Deal effectively with pressure while maintaining focus, intensity, and remaining persistent, even under adversity while recovering quickly from setbacks.
15. Evaluate the differences between the immediate effect of an action and its overall impact.
16. Stay impartial when dealing with all issues.
17. Comprehend and use complex financial statements and historical data to prepare projections and analyze trends to maintain financial goals.
18. Follow written and verbal direction.
19. Lead a group to successfully complete assigned objectives.
20. Operate modern office equipment (e.g., 10 key, fax machine).
21. Deliver presentations or training.
22. Balance change and continuity striving to improve customer service and program performance within the organizational framework.

VETERANS PREFERENCE

Veterans' preference credits are not granted in promotional examinations.

CAREER CREDITS

Career credits are not granted in promotional examinations.

CONTACT INFORMATION

Department of Forestry and Fire Protection
P.O. Box 944246
Sacramento, California 94244-2460
(916) 445-7824

TDD is Telecommunications Device for the Deaf and is reachable only from phones
equipped with a TDD Device

1 (800) 735-2929 (TT/TDD) 1 (800) 735-2922 (Voice)

STS is Speech-to-Speech Service for persons with a speech disability and is reachable at
1 (800) 854-7784 (California) or 1 (800) 947-8642 (Nationwide)

DISTINGUISHING CHARACTERISTICS

SPECIAL PERSONAL CHARACTERISTICS

Demonstrated capacity for assuming increasing administrative responsibility; willingness to provide good customer service; willingness to work both independently and with others; willingness to supervise personnel; willingness to take charge and direct others; willingness to readily adapt to changing situations; willingness to advocate for what is right; willingness to assume increasing responsibility, originality, open-mindedness, and tact; willingness to work various hours depending upon the project; willingness to travel.

DISCLAIMER

Please go to the following website to review the official California Department of Human Resources (CalHR) class specification: <http://www.calhr.ca.gov/state-hr-professionals/Pages/4590.aspx>

GENERAL INFORMATION

For an examination without a written feature, it is the candidate's responsibility to contact the Department of Forestry and Fire Protection three weeks after the final filing date if he/she has not received his/her notice.

If a candidate's notice of oral interview or performance test fails to reach him/her three days prior to their scheduled appointment due to a verified postal error, he/she will be rescheduled upon written request.

Examination Locations: When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. However, locations of interviews or performance evaluations may be limited or extended as conditions warrant.

Applications are available online at CalHR, local offices of the Employment Development Department and the testing Department on this job bulletin.

If you meet the requirements stated on this bulletin, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

The testing Department reserves the right to revise the examination plan to better meet the needs of the service, if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the classification. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional, 2) Departmental promotional, 3) multi-Departmental promotional, 4) service-wide promotional, 5) Departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on the bulletin.

Promotional Examinations Only: Competition is limited to employees who have a permanent civil service appointment and military veterans that meet all the minimum qualifications. Under certain circumstances, other employees may be allowed to compete under provisions of Rules 234, 235, and 235.2. State Personnel Board Rules 233, 234, 235, 235.2, and 237 contain provisions regarding civil service status and eligibility for promotional examinations. These rules may be reviewed at Departmental personnel offices or www.jobs.ca.gov.

Confidentiality and Security: Pursuant to Government Code Sections 19680(c) and 19681(b) it is unlawful to copy and/or furnish confidential examination material for the purpose of either improving or injuring the chances of any person or to obtain examination questions or other examination material before, during, or after an examination. Every person violating these provisions is guilty of a misdemeanor, and adverse action will be pursued. This may result in the person being barred from competition in future examinations, withheld from certification lists or cancellation of eligibility for employment in State civil service.